

Leadership Styles & Situational Leadership

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

One leadership style does not fit every person, task, or situation. **The best leaders flex — and this session teaches them how.**

What is style mismatch costing your organization in performance and morale? Research on leadership effectiveness is clear: the biggest performance gap isn't caused by bad intentions — it's caused by **mismatched leadership style**. A supervisor using autocratic control on a veteran employee destroys initiative. A hands-off approach with a new hire creates safety risk. For every **\$1 invested in situational leadership development, organizations report measurable improvements in team performance, retention, and supervisor effectiveness**. This session gives your front-line leaders a practical model for reading the situation and matching their style to what each person actually needs.

THE BUSINESS CASE FOR THIS TRAINING

19%

Higher team performance when supervisors adapt their style to employee readiness (Blanchard)

3x

More likely engaged employees report a supervisor who flexes their leadership approach

34%

Reduction in avoidable turnover when leaders use situational coaching vs. one-size-fits-all

72%

Of employees report their best-ever manager adjusted their style based on the situation

Sources: Blanchard Research • Gallup • SHRM • Harvard Business Review

WHAT YOUR LEADERS WILL LEARN

- ✓ Identify six core leadership styles and when each one is — and isn't — appropriate
- ✓ Apply the Situational Leadership Model (S1–S4) based on competence and commitment
- ✓ Adapt their leadership approach across new hires, veterans, and high performers
- ✓ Recognize when over-supervising destroys initiative and when under-supervising creates risk
- ✓ Practice style-matching through three real-world workplace scenarios
- ✓ Build a personal 30-day plan for developing leadership range

What Changes Immediately:

- ✓ Supervisors stop defaulting to one style for every person and every situation
- ✓ New hire onboarding improves as leaders increase structure and support appropriately
- ✓ Veterans receive the autonomy they've earned — and performance follows
- ✓ Leaders feel confident navigating ambiguous, high-stakes people situations

THE SITUATIONAL LEADERSHIP MODEL

Right Style. Right Person. Right Moment.

S1 DIRECTING

High task, low relationship — for new or low-readiness situations

S2 COACHING

High task, high relationship — building competence and confidence

S3 SUPPORTING

Low task, high relationship — for capable but low-confidence team members

S4 DELEGATING

Low task, low relationship — full autonomy for proven performers

Plus: 6-Style Overview, Self-Assessment, Team Mapping Worksheet, Style Flexibility Plan

"The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique organizational needs with precision. I wholeheartedly endorse Rising Tide Solutions."
— **Jim Rhodes**, SVP, Wayne Brothers Companies

Your leaders won't remember the meeting where nothing was said. **They'll remember the training that gave them the confidence to act.**

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"A rising tide lifts all boats."

SESSION AT A GLANCE

- 🕒 45 Minutes
- 📍 In-Person or Virtual
- 👥 Front-Line Leaders
- 🏢 Up to 20 per Session

Package Includes:

- Slide deck
- Student handout & worksheets
- S1–S4 quick-reference card
- Team mapping worksheet
- Action planning guide
- Complete instructor delivery guide

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Bundle the complete 20-class Lunch & Learn Series for comprehensive front-line leader development.